Applicant for LATERAL PARAMEDIC/FIREFIGHTER

SALARY: starting pay is $7,184 to $7,471 (starting in 2027) per month depending on experience (2025-2027 Collective Bargaining agreement)

APPLICATIONS CAN BE FOUND ON THE CITY WEBSITE WWW.CLARKSTON-WA.COM OR PICKED UP FROM THE FIRE DEPARTMENT AT 820 5TH, STREET CLARKSTON, WA. 99403

Job Duties:
Drives ambulance in all weather and traffic conditions in a safe manner and as quickly as possible; provides emergency medical treatment in the field and in transit to medical facilities within certification level; disentangles and extricates individuals at the scene of an accident using common and specialized hand and power tools; fills out and completes ambulance records.
Conducts daily and weekly vehicle and equipment maintenance repairs or reports needed repairs to an officer; completes and routes forms and reports.
Drives apparatus to scene of fire; controls and extinguishes fire and hazardous chemicals using water, chemicals, dry powders and gases; protects life and property by controlling hazardous situations, evacuating people, and moving property or protecting with covers; selects hose and nozzle to use and directs to extinguish fires; positions and climbs ladders to gain access to upper levels of buildings or to assist people to exit structures; creates openings in buildings for ventilation or entrance using hand or power tools; fills out and processes fire reports.
Inspects businesses, single and multi-family residences, for compliance with city ordinances and fire codes; participates in investigation of fires to determine probable cause.
Prepares for, conducts, or participates in training sessions; maintains fire station equipment and grounds including routine housekeeping and maintenance duties such as painting, mopping, cleaning, and general repairs.
Makes presentations to the public on an assigned subject.
Attends work on a regular and dependable basis.
Interacts in a professional and respectful manner with city staff and the public.
Performs other tasks as assigned.

Minimum Qualifications:
Lateral Qualifications include:

- 18 years of age at the time of appointment.
- High school graduate or G.E.D.
- Be a United States citizen or hold appropriate documentation to work in the United States.
- Ability to read, write, speak, and comprehend the English language.
- Current Washington State or National Registry EMT-P.
- Valid Driver's License by date of testing. Able to obtain Washington License within 90 days of hire if needed. Good driving record as verified by a background investigation.
- Successfully pass a Medical Evaluation.
- Candidates must meet the minimum requirements of Section 41.08.070 of the Revised Code of Washington.

In order to qualify for placement on the Lateral List for paramedic/firefighter you must pass a written Civil Service test, a physical performance test, and an Oral Board interview.

OVER

Required Qualifications:

National Registry Paramedic Certification
Firefighter 1
2-4 Years full time experience with an organized fire department or EMS agency as a practicing firefighter/paramedic

Applicants are **required to attach to the application** (1) copy of their high school diploma or GED, (2) copy of paramedic certification, (3) copy of DD214, if claiming Veteran's Preference 4) copy of their driver's license.

The first test will be the **WRITTEN TEST** which is scheduled for **4 p.m. on FRIDAY, December 4, 2026 at City Hall, 829 5th Street, Clarkston,** WA. You must pass the written test by 70% before you are eligible to take the physical performance test.

The **FIREFIGHTER PHYSICAL PERFORMANCE TEST** will be **SATURDAY, December 5, 2026 at 8 a.m. at the Clarkston Fire Department, 820 5th Street.** The physical test will be scored on a pass/fail basis. A copy of the physical test may be picked up at the Clarkston Fire Department or mailed, if requesting an application by mail.

*The **ORAL BOARD** will be held on **SATURDAY, December 5, 2026.*** The time will be discussed with the applicants passing the physical performance test immediately following that test. A passing score of 70% is required.

Clarkston Fire Department volunteers and/or reserve firefighters in good standing will receive 10 points added to their total score as preference points.

Completed application and the required $16.50 administrative fee payable to City of Clarkston **MUST BE MAILED OR DELIVERED TO:**

Eleanor Sheldon, Chief Examiner
Clarkston Civil Service Commission
1556 10th Street, Clarkston, WA 99403

CLOSING DATE 5 PM ON November 28, 2026. APPLICATIONS RECEIVED AFTER 5 PM ON THAT DATE WILL NOT BE ACCEPTED

THIS IS THE ONLY NOTIFICATION YOU WILL RECEIVE AS TO TESTING TIMES AND PLACE. ANY APPLICANT FILING AN APPLICATION WITH THE REQUIRED DOCUMENTATION IS ELIGIBLE TO TEST.

FOR ADDITIONAL INFORMATION CALL THE CIVIL SERVICE CHIEF EXAMINER (208) 750-6336

HAVE YOU INCLUDED: ____high school diploma or GED ___DD214 for veterans preference, ____paramedic certification, ___$16.50 fee

Revised 10.21.2026 DW

City of Clarkston Application for Employment

	DO NOT submit a photograph of yourself.

The City of Clarkston is an Equal Opportunity Employer and does not unlawfully discriminate on the basis of race, sex, age, color, sexual orientation, religion, national origin, marital status, genetic information, veteran's status, disability, or any other basis prohibited by federal, state or local law.

Complete all information from this point forward. An incomplete Application may disqualify you from further consideration.

Applicant: Write the Position Title of the Job you are applying for here

Name _____ (Last) _____ (First) _____ (Middle)

Address _____ City _____ State _____ Zip _____

Cell (____) _____ E-mail _____

Are you a U.S. citizen, or, do you have a Visa permitting you to work in the U.S.? ☐Yes ☐No
(Documentation of authorization to work in the U.S. will be required if an offer of employment is made and accepted.)

Are you over the age of 18? ☐Yes ☐No

Do you have, or can you obtain, a valid Driver's License? ☐Yes ☐No

Do you wish to claim Veteran's Preference for testing, pursuant to RCW 41.04.010? ☐Yes ☐No

TRAINING AND EDUCATION

Highest Grade Completed: ☐8 ☐9 ☐10 ☐11 ☐12 ☐GED

Colleges/Other Training	Subject/Major	Degree/Certificate	Date Completed

EQUIPMENT, OFFICE AND COMPUTER SKILLS

Describe computer and other equipment operation skills. Include programs used, typing speed & other information relevant to the position for which you are applying. _____

CRIMINAL CONVICTION

The City of Clarkston is mindful of its obligation to employ qualified persons and its entitlement under law to consider an applicant's convictions record as it relates to job performance. **A conviction record will not disqualify you for employment unless such record would reasonably affect your fitness for the job for which you have applied.** Applicants may be asked to disclose certain information about their criminal history.

PROFESSIONAL REFERENCES (Do Not List Relatives)

Name/Title _____ Employer _____ Phone (____) _____

Name/Title _____ Employer _____ Phone (____) _____

Name/Title _____ Employer _____ Phone (____) _____

SIGNATURE IS REQUIRED

To the best of my knowledge, the information herein is true and complete. I have read the Position Opening Announcement and I can perform the essential functions of the position for which I am applying, with or without reasonable accommodation. I understand that if I receive a Conditional Offer of Employment for a position where I will have unsupervised access to children, developmentally disabled persons, or vulnerable adults, the City of Clarkston is authorized to complete a thorough background check pursuant to the Child/Adult Information Act. I understand that I will be tested for the presence of drugs as part of the pre-employment screening if I receive a Conditional Offer of Employment. I authorize investigation of all statements in this application. I understand that providing false information on this application is grounds for disqualification and/or dismissal. If I am applying for an exempt position, I understand that nothing in this application or my communications with any City of Clarkston official is intended to create an employment contract between the City of Clarkston and me.

Signature _____ **Date** _____

WORK HISTORY

Beginning with your present or most recent employment, list your work/experience history for the last 10 years or experience prior to that time which is directly related to the position for which you are applying. Attach additional sheets as necessary. Be sure to include any non-paid experience which is related to the job for which you are applying. Complete the following sections even if you are submitting a resume in addition to this application. An incomplete application may disqualify you.

If you have been known by a different name by any of these employers, please identify the employer and state the name here:

_____

Employer's Name _____ Mo/Year Mo/Year

Address _____ **From** _____ **To** _____

Phone _____ **Supervisor** _____

Position _____ **Hours worked per week** _____

Number of employees supervised by you _____

Reason for leaving _____

Primary duties _____

_____

_____

Employer's Name _____ Mo/Year Mo/Year

Address _____ **From** _____ **To** _____

Phone _____ **Supervisor** _____

Position _____ **Hours worked per week** _____

Number of employees supervised by you _____

Reason for leaving _____

Primary duties _____

_____

_____

Employer's Name _____ Mo/Year Mo/Year

Address _____ **From** _____ **To** _____

Phone _____ **Supervisor** _____

Position _____ **Hours worked per week** _____

Number of employees supervised by you _____

Reason for leaving _____

Primary duties _____

_____

_____

Employer's Name _____ Mo/Year Mo/Year

Address _____ **From** _____ **To** _____

Phone _____ **Supervisor** _____

Position _____ **Hours worked per week** _____

Number of employees supervised by you _____

Reason for leaving _____

Primary duties _____

_____

_____

City of Clarkston
Human Resources Division
829 5th Street
Clarkston, WA 99403

AUTHORIZATION TO RELEASE EMPLOYMENT RECORDS

References will only be checked for finalists.

Current and/or prior employers will only be contacted after an applicant has been notified that he/she is a finalist. I certify that the information given by me to the City of Clarkston is true and complete to the best of my knowledge. I understand that falsification of this application will be grounds for elimination from further consideration or, if employed, may result in discipline up to and including immediate dismissal. I further certify that I am not engaged in any outside activity or business that could be considered in conflict with the City of Clarkston's interest or those of its clients, nor will I become engaged in such activity or business if employed.

I, the undersigned applicant for employment with the City of Clarkston, in consideration of the review of my employment application, do authorize the City of Clarkston to solicit information regarding my character, general reputation, previous employment, and similar background information, and to contact any and all prior employers or references I have given on my application. I hereby release all parties and persons connected with any such request for information from all claims, liabilities, and damages for any reason arising out of the furnishing of such information. If employed, I release the City of Clarkston from any liability for future references it may provide regarding my work history at the City of Clarkston.

It is my intention that any copy of this authorization be as effective as the original.

Date _____

Name (Please Print) _____

Signature _____

City of Clarkston
Human Resources Division
829 5th Street
Clarkston, WA 99403

DRIVING RECORD

(To be completed with application)

Name: (Please Print) _____
Last First Middle

List all notices of infractions or traffic citations (other than parking tickets) which you have received in the past 5 years.

State	Month/Year	Type of Infraction/Citation

Infractions or citations will not necessarily remove you from consideration.
The City of Clarkston will consider your driving record when making employment decisions.

The information provided above is true to the best of my knowledge. I understand that providing false information is cause for elimination in the selection process or dismissal from employment.

Signed:_____ Date:_____

Finalists, upon notification that references will be checked, will be required to submit a copy of their driving abstract to Human Resources.
Driving abstracts may be obtained at any Washington State Department of Licensing branch office for a small fee. Other states may have different procedures. This fee is at the Finalist's own expense.

City of Clarkston Driving Standards:
Applicants for positions in which the employee is expected to operate a motor vehicle must be at least 18 years old and will be required to present a valid State driver's license with any necessary endorsements. Driving records of applicants may be checked. Applicants will be disqualified under the following circumstances:

- Violations
  More than two moving traffic violations within the preceding three years; or reckless driving violation within the preceding five years; or driving while intoxicated within the preceding five years.

- Accidents
  More than one motor vehicle accident within the preceding three years for which the applicant received a traffic or criminal citation and was convicted, forfeited bail, or entered a plea of "guilty" or "nolo contendere."

THIS PAGE WILL BE REMOVED FROM THE APPLICATION AND KEPT SEPARATELY

Name: (Please Print) _____
Last First Middle

Are you a former or current City of Clarkston Employee?

☐ Yes ☐ No If Yes, please tell us:

Dates Employed _____

Department _____

Position Title _____

Supervisor _____

Having a relative employed by the City of Clarkston will not necessarily bar you from employment.

Do you have any relatives employed by the City of Clarkston? ☐ Yes ☐ No

If yes, please list their name/s and relationship/s _____

We would appreciate completion of the information below. This is entirely voluntary. The City of Clarkston is committed to non-discrimination in employment practices. This information will be kept confidential and will be used for EEO record keeping purposes only.

Ethnic Category (Check one)

☐ Caucasian ☐ African American ☐ Hispanic or Latino ☐ Asian
☐ Native Hawaiian or Other Pacific Islander ☐ Alaskan Indian
☐ Native American ☐ Two or More Races ☐ Other_____

Please tell us how you learned of this opening by circling the number of the source

1. Local Media _____
2. City (Website/Walk in)
3. Internet (general)
4. AWC Job Net
5. Municipal Office
6. School/College
7. Friend/Relative
8. City of Clarkston Employee
9. Professional Publication/Internet Site
10. Other

CITY OF CLARKSTON
FIREFIGHTER PARAMEDIC – FIRE DEPARTMENT
POSITION DESCRIPTION

TITLE: FIREFIGHTER PARAMEDIC **FLSA STATUS:** Non-Exempt

DEPARTMENT: FIRE **CIVIL SERVICE:** Non-Exempt

UNION: IAFF Local 2299

GENERAL PURPOSE:
Under the direct supervision of captains and/or the Fire Chief, perform duties in response to: fire, hazardous materials, water rescue, extrication and rescue in a support role only; emergency medical scenes providing basic life support, intermediate life support, and/or advanced life support; and, maintaining fire department equipment, apparatus and buildings.

SUPERVISION RECEIVED:
Works under the general supervision of captains and/or Fire Chief.

SUPERVISION EXERCISED:
None.

ESSENTIAL JOB FUNCTIONS: ***Essential functions, as defined under the Americans with Disabilities Act, may include any of the following representative duties, knowledge and skills. This list is ILLUSTRATIVE ONLY and is not a comprehensive listing of all functions and duties performed by incumbents of this class. Employees are required to be in attendance and prepared to begin work at their assigned work location on the specified days and hours. Factors such as regular attendance at the job are not routinely listed in job descriptions but are an essential function. Essential duties and responsibilities may include, but are not limited to, the following:***

- Perform fire suppression, hazmat, rescue and extrication, and water/ice rescue operations as assigned or required. Extinguish fires, including structural, automotive, wildland, chemical and petroleum applying appropriate techniques and extinguishing agents. Provide emergency medical services with certification at Paramedic level.
- Respond with and operate or support operators of fire apparatus, including:
    - fire engines
    - emergency vehicles
    - utility truck with wildland capacity
    - rescue boats
- Place and operate equipment including pumping, hydraulic power tools and devices, calculating water pressures, operation of electrical generators, and working from ground ladders or on rooftops.
- Perform emergency medical skills; initiate emergency care, including assessment, triage, treatment and transport. Perform skills within the level of EMS certification, including, but not limited to:
    - IV
    - Defibrillation
    - Airway support
    - Endotracheal intubation
    - Suctioning
    - CPR
    - Administration of medication

  - Control bleeding
  - Bandaging
  - Splinting and stabilization
  - Receiving and assisting in transporting patients
  - Lift assists including very large patients
- Respond with and operate emergency vehicles as assigned or required.
- Place and operate patient care equipment, including, but not limited to:
  - Blood glucose monitor
  - Pulse oximeter
  - Stretchers
  - Stair chairs
  - Crash stretchers
  - Splints
  - Airway support
  - AED/cardiac monitor defibrillators
  - Operate extrication and rescue equipment
  - Lift and move patients of all sizes
- Work in all kinds of weather, in daylight and in darkness. Work on level, uneven or steep terrain.
- Drive or ride in ambulances. Provide services for patients by working in the back of ambulances on local or long-distance transports.
- Return vehicles and equipment to service after an incident. Clean and inspect fire department apparatus, tools and equipment. Refill fuel in saws, fans, generators and slip in wildland pump. Clean and reload hose, cardiac monitors, oxygen systems, and suction pumps. Refill SCBA bottles and oxygen bottles after an incident.
- Perform fire ground tasks. Properly wear personal protective equipment, including SCBA, drag hose, climb ladders, work on roofs, operate power tools, utilize hand tools and complete additional assigned tasks in all weather conditions in daylight and in the dark.
- Perform emergency medical services, including:
  - Lift patients
  - Operate gurneys, backboards, scoop stretchers, stair chairs, monitors, extrication tools and patient care equipment.
  - Operate vehicles in all weather conditions in daylight and in the dark.
- Maintain, clean and inspect fire department apparatus, tools and equipment. Check tires, batteries, fuel, oil and water levels, pumps, lights, horn and siren, cardiac monitors, oxygen systems, vacuum pumps, and all other related medical equipment, maintaining all appropriate service logs.
- Assume command and coordination of emergency fire and medical incidents until received by a ranking department member, providing leadership and control at emergency incidents.
- Complete and maintain a variety of records and reports related to fire suppression, medical emergencies, hose testing, hydrant testing, ladder testing, medical treatment and testing, as directed.
- Participate in the development and completion of goals and objectives.
- Participate in training drills and attend classes in various technical fire-related activities, techniques and procedures. Assist in the development and review of pre-fire plans. Read firefighting and EMS manuals and participate in in-house training.
- May be assigned to work out-of-classification as a Captain.
- Perform related duties as assigned.

OTHER JOB FUNCTIONS:

- Report shortage, malfunctions or defects in equipment, supplies and apparatus to supervisors or other personnel as appropriate.
- Restock medical supply cabinets in the station and at the hospital. Complete necessary documentation; Maintain records of supplies restocked in ambulances.
- Participate in inspections of businesses, applying the International Fire Code.
- Maintain fire station by sweeping, mopping and cleaning walkways, floors, windows and rooms. Paint and perform minor building maintenance and repairs, including changing lights, watering landscape features, pulling weeds and cutting grass.
- Assist with or conduct CPR, first aid, fire extinguisher and fire prevention classes for public groups, if qualified. Conduct safety and emergency awareness presentations. Conduct fire station tours and explain techniques, procedures, policies and safety precautions.
- Assist with or conduct pre-fire plans as directed.
- Maintain patient confidentiality.

DESIRED MINIMUM QUALIFICATIONS:

EDUCATION AND EXPERIENCE:

- High school diploma, GED, or equivalent.

PREFERRED EDUCATION AND CERTIFICATIONS:

- IFSAC/Pro Board – Firefighter I and/or Firefighter II
- Hazardous Materials Awareness

LICENSES AND OTHER REQUIREMENTS:

- Must possess and maintain valid driver's license with an acceptable driving record.
- Must maintain valid Paramedic certification in Washington or any state where services are provided.
- NIMS ICS 100, 200, 700 & 800

KNOWLEDGE, SKILLS AND ABILITIES:

- Fire department organization
- Incident Command System (ICS), NIMS and Personnel Accountability
- Geographical location and street and road names in Clarkston
    - Ability to utilize maps and map book
- Geographical location of hospitals in Clarkston and Lewiston
- Basic pump and hydraulic operations.
- Basic building construction (i.e. commercial and residential construction).
- Methods, materials, equipment and techniques used in fire suppression, EMS, hazmat, rescue and extrication.
- Basic principles and practices of fire science.
- Appropriate medical treatment in emergency situations.
- Record-keeping techniques.
- Oral and written communication skills.
- Interpersonal skills using tact, patience and courtesy.
- Applicable laws, codes, regulations, policies, and procedures.

- Basic computer skills.
- Patient care guidelines.
- Demonstrate firefighting competency.

MUST POSSESS AND MATINTAIN ABILITY TO:

- Operate and maintain all fire department apparatus, including rescue trucks, ambulances, utility and on-board equipment.
- Develop and implement maintenance schedules and inspect equipment for proper functioning and operation.
- Respond to emergency medical calls and provide treatment for sick and injured persons.
- Drive department vehicles to emergency scenes in a safe and efficient manner.
- Utilize appropriate fire suppression agents and techniques.
- Provide appropriate fire flows at fire scenes.
- Interpret, apply, and explain rules, regulations, policies and procedures.
- Establish and maintain cooperative and effective working relationships with others.
- Perform prolonged and strenuous work in adverse conditions.
- Prepare and maintain records and reports manually and on the computer.
- Respond to fire emergencies and extinguish structural, automotive, chemical and other fires.
- Operate fire apparatus including engines, rescue trucks, utility trucks, rescue boats and on-board equipment.
- Work proficiently at emergency scenes wearing Self-Contained Breathing Apparatus (SCBA).
- Maintain continuing education in suppression and EMS training.

Thorough knowledge of modern fire suppression and prevention, and of emergency medical services, principles, procedures, techniques and equipment. Thorough knowledge of fire code regulations. Working knowledge of first aid and resuscitation techniques and their application as demonstrated through State EMT certifications. Knowledge of applicable laws, ordinances, and department standard operating procedures and regulations. Considerable knowledge of applicable laws, ordinances, department standard operating procedures and regulations.

Skill in the operation of listed tools and equipment.

Possess the ability to:

- Train and supervise subordinate personnel.
- Communicate effectively both verbally and in writing.
- Exercise sound judgment in evaluating situations and in making decisions.
- Effectively give and receive verbal and written instructions.
- Establish and maintain effective relationships with other employees, supervisors and the public.
- Meet the special requirements listed below.
- Perform under stressful situations.

SPECIAL REQUIREMENTS:

- Preferred residence within a 2-mile radius or 10-minute response of the Clarkston Fire Department.

TOOLS AND EQUIPMENT USED:

- Radio
- Pager
- Telephone
- Vehicle
- Standard fire suppression equipment
- Personal computer
- Standard EMS equipment

PHYSICAL DEMANDS:

The physical demands described here are representative of those that must be met by a incumbent to successfully perform the essential functions of this job. Reasonable accommodation may be made to enable individuals with disabilities to perform essential functions.

While performing the duties of this position, the incumbent is frequently required to sit, kneel, talk or hear, stand, walk, use hand and finger dexterity to handle or operate tools, objects or controls, and reach above the head or out from the torso with hands and arms. The incumbent is occasionally required to climb or balance, stoop, kneel, crouch or crawl, and taste and smell.

The incumbent must frequently lift and/or move up to 25 pounds, regularly lift and/or move up to 100 pounds, and occasionally move patients that require lifting of heavier weight. Specific vision abilities required by this job include close vision, distance vision, color vision, peripheral vision, depth perception, and the ability to adjust focus. Must hear to complete medical assessments.

WORK ENVIRONMENT:

The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job.

Work is performed indoors and outdoors. This position is subject to 24-hour shifts, long durations without sleep, emergency call-outs, adverse weather conditions, and driving to conduct work.

Incumbent may be exposed to extreme heat and flames, toxic smoke, fumes and gases, chemicals and hazardous materials, flammable liquids, bodily fluids, people with altered mental states, people acting violently, high voltage, working at heights, and working with and around high-pressure hoses.

Physical activities include dexterity of hands and fingers to operate all types of medical apparatus; stretching, walking and standing for long periods of time; bending, heavy lifting, pulling, pushing, and carrying objects weighing 150 pounds or more; physical agility and stamina; reaching overhead, above the shoulders, and horizontally; seeing to operate vehicles and equipment; and, hearing to communicate with victims and firefighting personnel.

Work is performed from a fire station setting with a quiet environment . Work is frequently performed in vehicles and/or outdoor settings in all weather conditions, including temperature extremes. Work is often performed in private homes, extended care facilities or other health care facilities, and/or in roadways.

Work is often performed in emergency and stressful situations. Incumbent may be exposed to rendering emergency medical assistance in adverse environments.

Incumbent may be exposed to hearing loud alarms. The noise level in the work environment will range from quiet in the station setting, to loud on an emergency scene.

Work is occasionally performed near moving parts and is occasionally performed in wet and/or humid conditions, fumes or airborne particles, toxic or caustic chemicals, risk of electric shock and vibration.

****

The duties listed above are intended only as illustrations of the various types of work that may be performed. The omission of specific statements of duties does not exclude them from the position if the work is similar, related or a logical assignment to the position.

This job description does not constitute an employment agreement between the employer and the employee and is subject to change by the employer as the needs of the employer and requirements of the job change.

Approved By: _____ _____
Supervisor — Appointing Authority (Monika Lawrence)

I understand that this job description is illustrative only and does not contain a complete listing of every incidental duty.

Accepted By: _____ _____
Employee Signature — Date: